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**MEDIATING INFLUENCE OF MORAL IDENTITY ON  
PSYCHOLOGICAL CONTRACT FULFILLMENT, SELF-ESTEEM,  
MACHIAVELLIANISM AND COUNTERPRODUCTIVE WORK  
BEHAVIOURS**



**HADIZAT GARBA ISAH**

**UUM**  
**Universiti Utara Malaysia**

**DOCTOR OF PHILOSOPHY  
UNIVERSITI UTARA MALAYSIA  
2017**



**Pusat Pengajian Pengurusan Perniagaan**  
(School of Business Management)

**Kolej Perniagaan**  
(College of Business)

**Universiti Utara Malaysia**

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Pemeriksa Luar  
(External Examiner)

: **Assoc. Prof. Dr. Siti Aisyah Panatik (UTM)**

Tandatangan  
(Signature)

Pemeriksa Dalam  
(Internal Examiner)

: **Assoc. Prof. Dr. Norsiah Mat**

Tandatangan  
(Signature)


Tarikh: **5 January 2017**  
(Date)

Nama Nama Pelajar  
(Name of Student) : Hadizat Garba Isah

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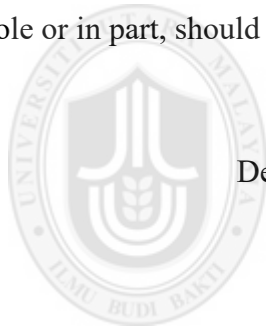


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## Abstrak

Tujuan kajian ini adalah untuk mengkaji pengaruh pengantara identiti moral pada pemenuhan kontrak psikologi, harga diri, Machiavellianism dan kelakuan kerja tidak produktif (*CWBs*). Data dikumpulkan dari 403 pekerja pengurusan yang lebih rendah di Perbadanan Petroleum Negara *Nigeria* (*NNPC*). Kajian ini adalah reka bentuk kuantitatif keratan rentas yang menggunakan persampelan rawak berstrata berkadaran. Borang soal selidik telah diedarkan dan dikumpul melalui usaha pengkaji sendiri. Kajian ini telah menggunakan *Partial Least Squares Structural Equation Modeling* (*PLS-SEM*) untuk menguji hipotesis. Dengan menggunakan Teori Kognitif Sosial dan disokong oleh Teori Pertukaran Sosial dan Teori Konsisten Diri, keputusan kajian memberi sokongan bagi kebanyakan hubungan hipotesis dalam kajian ini. Khususnya, kajian ini mempunyai lima belas hubungan langsung dan sembilan hipotesis perantara (hubungan tidak langsung). Bagi hubungan langsung, empat belas disokong manakala satu tidak disokong. Sebaliknya, keputusan pengaruh pengantara menunjukkan bahawa enam disokong, manakala tiga hipotesis adalah tidak signifikan. Kesan positif yang signifikan dari pemenuhan psikologi kontrak, harga diri, *Machiavellianism* dan identiti moral ke atas kelakuan kerja tidak produktif menggambarkan bahawa pembolehubah-pembolehubah ini adalah relevan dalam mengurangkan kelakuan kerja tidak produktif (*CWBs*) di *Nigeria*. Hasil kajian ini memberi maklumat yang berharga untuk pengurus, pembuat dasar, dan penyelidik untuk menjalankan proses pemilihan secara jujur dan ujian personaliti apabila membuat keputusan pengambilan pekerja. Ini adalah penting bagi mengurangkan kecenderungan pekerja melibatkan diri dalam tingkahlaku tidak produktif. Berdasarkan hasil kajian, batasan dan cadangan untuk kajian akan datang juga diserlahkan.

**Katakunci:** tingkahlaku kerja tidak produktif, pemenuhan kontrak psikologi, harga diri, *Machiavellianisme*, identiti moral.

## Abstract

The purpose of this study is to examine the mediating influence of moral identity on psychological contract fulfillment, self-esteem, Machiavellianism and counterproductive work behaviors (CWBs). Data was collected from 403 lower management employees working at Nigerian National Petroleum Corporation (NNPC) in Nigeria. This research is a cross-sectional quantitative design that used proportionate stratified random sampling. Questionnaires were distributed and collected through personally administered questionnaire. Partial least squares Structural Equation Modeling (PLS\_SEM), was used to test the hypotheses. Based from Social Cognitive Theory and supported by Social Exchange Theory and Self-Consistency Theory, the results provide support for most of the hypothesized relationships in the study. Specifically, the study has fifteen direct relationships and nine mediating hypotheses (indirect relationships). For the direct relationships, fourteen are supported while one is not supported. On the other hand, the results of mediating influence indicate that six were supported while three hypotheses are insignificant. The significant positive effects from psychological contract fulfillment, self-esteem, Machiavellianism and moral identity on counterproductive work behaviors portrays that the variables are relevant in minimizing counterproductive work behaviors (CWBs) in Nigeria. The results of this study provide valuable insights to managers, policy-makers, and researchers to conduct honesty and personality test selection process when making employee hiring decisions. This is important to minimize the tendencies of employees to engage in counterproductive acts. Based on the research findings, limitations and suggestions for future research were also highlighted.

**Keyword:** organizational and interpersonal counterproductive work behaviors (CWBs), psychological contract fulfillment, self-esteem, Machiavellianism and moral identity.

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**“In the Name of Allah, the Beneficent, the Merciful and the Compassionate  
Glory be to Him.**

His Peace and Blessings be upon His Final Messenger, the Holy Prophet Muhammad (saw), His Purified Progeny and those who follow their Guidance from now until the end of time.”

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## List of abbreviations

AVE	Average Variance Extracted
CBN	Central Bank of Nigeria
CFA	Confirmatory Factor Analysis
CMV	Common Method Variance
CR	Composite Reliability
CWBs	Counterproductive Work Behaviours
CWBI	Counterproductive Work Behaviour Interpersonal
CWBO	Counterproductive Work Behaviour Organizational
$f^2$	Effect Size
GDP	Gross Domestic Product
MACH	Machiavellianism
MI	Moral Identity
NNPC	Nigerian National Petroleum Cooperation
OFR	Officer of the Federal Republic
PCF	Psychological Contract Fulfillment
PhD	Doctor of Philosophy
PLS	Partial Least Squares
$Q^2$	Construct Crossvalidated Redundancy
$q^2$	Effect Size
$R^2$	R-squared values
SCT	Social Cognitive Theory
SCT	Self-Consistency Theory
SD	Standard Deviation
SE	Standard Error
SE	Self-esteem
SEM	Structural Equation Modeling
SET	Social Exchange Theory
SmartPLS	SmartPLS Statistical Package
SPSS	Statistical Package for the Social Science
USA	The United States of America
UUM	University Utara Malaysia
VAF	Variance Accounted For
VIF	Variance Inflated Factor

# **CHAPTER ONE**

## **INTRODUCTION**

### **1.1 Background of the Study**

Counterproductive work behaviours (CWBs), has been one of the most widely studied construct among industrial and organisational psychologists (Semmer, Tschan, Meier, Facchin, & Jacobshagen, 2010; Spector, Fox, & Domagalski, 2006; Zhang & Deng, 2014).

Since the Seminal work of Mangione and Quinn (1975), this accumulating evidence on CWBs suggests that there is growing interest in this behaviour. Reasonably due to its prevalence and negative consequences for organisations, individuals and its stakeholders. CWBs has been defined as a volitional act that harms or intends to harm organisations or people in organisations (Mangione & Quinn, 1975; Sidle, 2010; Spector, Bauer, & Fox, 2010). An example of such acts includes abusive behaviour, sabotage, theft, absenteeism, physical and verbal aggression, sexual harassment, misuse of information, poor quality of work, delays and poor attendance (Robinson, 2008). Other examples include destruction and abuse of organisational property or failing to notify superiors about mistakes (Kelloway, Francis, Prosser, & Cameron, 2010; Robinson, 2008). Existing empirical studies suggest that CWBs negatively decreased employee's productivity and also lead to an increase in turnover (Fox & Spector, 1999; LeBlanc & Kelloway, 2002). Prior studies have also demonstrated that CWBs among employees could give rise to an increase in job dissatisfaction (Keashly, 1998). It could also result to increase in psychological

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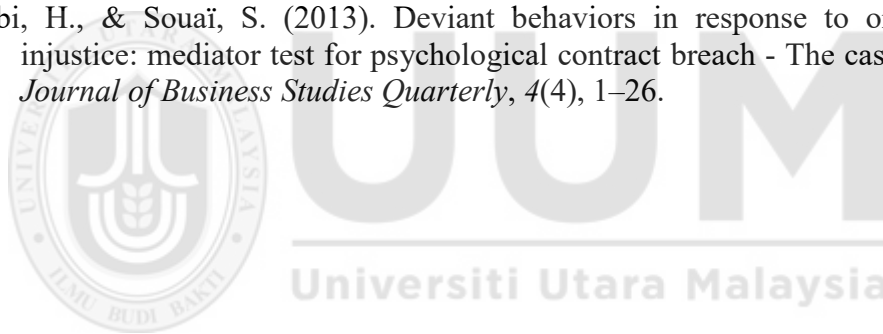
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## Appendix A

### Research Questionnaire



Universiti Utara Malaysia  
Sintok, 06010  
Kedah, DarulAman  
Malaysia  
Phone +604928400  
Fax: +6049283053

Dear Sir/Madam/Mr/Mrs/Ms

Academic research questionnaire

I am a doctoral candidate at the University mentioned earlier; currently working on my PhD thesis title **“MEDIATING INFLUENCE OF MORAL IDENTITY ON PSYCHOLOGICAL CONTRACT FULFILLMENT, SELF-ESTEEM, MACHIAVELLIANISM AND COUNTERPRODUCTIVE WORK BEHAVIOURS”**

You are not being subjected to test. There is no right or wrong answer to any question. We believe that success of this survey is highly dependent on your answers to all the issues.

Thank in advance for taking your valuable time to fill in this questionnaire. Please be assured that your responses will only be used for academic purpose. Hence, your identity will never be known throughout any part of the research process.

Thank you very much in anticipation of your responses.

Yours Sincerely,

Hadizat Garba Isah  
Research Student  
School of Business Management (SBM)  
College of Business (COB)  
Universiti Utara Malaysia (UUM)  
06010, Sintok, Kedah, Malaysia  
Phone: +60143541384, +2348054435142  
Email: [hadgarba@yahoo.com](mailto:hadgarba@yahoo.com)

Prof. Dr Husna Johari  
Supervisor  
No. 308, Accounting building  
College of Business (COB)  
Universiti Utara Malaysia  
06010, Sintok, Kedah, Malaysia  
Phone: +60124893646  
E-mail: [husna@uum.edu.my](mailto:husna@uum.edu.my)

Section A: Demographic information

Please read and tick as appropriate in the provided boxes your exact assessment of the following demographic information

<b>GENDER</b>	
Male	1
Female	2
<b>AGE</b>	
21-30	1
31-40	2
41-50	3
51-60	4
61 and above	5
<b>RELIGION</b>	
Islam	1
Christianity	2
Other (please specify).....	3
<b>ETHNICITY</b>	
Hausa/Fulani	1
Yoruba	2
Igbo	3
Others (please specify).....	4
<b>JOB POSITION</b>	
Manager I	1
Manager II	2
Senior Manager	3
Others (please specify).....	4
<b>PRESENT JOB TENURE</b>	
Less than one year	1
1 – 5 years	2
6 -10 years	3
11 – 15 years	4
16years to Above	5
<b>HIGHEST QUALIFICATION</b>	
Doctorate Degree	1
Master's Degree	2
First Degree	3
Diploma/OND	4
Secondary and Below	5



## Section B: Psychological Contract fulfillment

The following question will help us understand how you perceived your psychological contract. Please indicate as honestly and as objectively the extent of your fulfilment to the organisation. Use the scale provided below to show the level of satisfaction.

1	2	3	4	5
Not at all	Slightly	Somehow	Moderately	To a great extent

<b>PCF01</b>	To what extent has the organisation promised to provide benefit, pay, advancement, work itself, resource support and a good employment relationship?	1	2	3	4	5
<b>PCF02</b>	Overall, how well does your employer fulfil its commitments to you	1	2	3	4	5
<b>PCF03</b>	In general, how well does your employer live up to its promises to you?	1	2	3	4	5
<b>PCF04</b>	To what extent have you promised to provide loyalty, trust and commitment?	1	2	3	4	5
<b>PCF05</b>	Overall, how well have you fulfilled your commitments to the organisation?	1	2	3	4	5
<b>PCF06</b>	Overall, how well have you fulfilled your promises to the organisation?	1	2	3	4	5

### Section C: Survey items related to Self- Esteem

Below is a list of statements dealing with your general feelings about yourself. Please use the scale below to indicate your level of agreement to the declarations.

	1	2	3	4	5
	Strongly disagreed	Disagreed	Neutral	Agreed	Strongly Agreed
<b>SE01</b>	On the whole, I am satisfied with myself				1 2 3 4 5
<b>SE02</b>	I feel that I have some good qualities				1 2 3 4 5
<b>SE03</b>	I can do things, as well as most other people.				1 2 3 4 5
<b>SE04</b>	I feel that I am a person of worth, at least on an equal basis with others				1 2 3 4 5
<b>SE05</b>	I take a positive attitude toward myself				1 2 3 4 5
<b>SE06</b>	At times I feel I am no good at all				1 2 3 4 5
<b>SE07</b>	I feel I do not have much to be proud of				1 2 3 4 5
<b>SE08</b>	I certainly feel useless at times				1 2 3 4 5
<b>SE09</b>	I wish I could have more respect for myself				1 2 3 4 5
<b>SE010</b>	All in all, I am inclined to feel that I am a failure				1 2 3 4 5

#### Section D: Survey items related to Machiavellianism

Below is a list of statements dealing with how you manipulate others at work? Please use the scale below to indicate your level of agreement with the statements.

1	2	3	4	5
Strongly disagreed	Disagreed	Neutral	Agreed	Strongly Agreed

<b>MACH1</b>	The best way to handle people is to tell them what they want to hear.	1	2	3	4	5
<b>MACH2</b>	Anyone who completely trusts anyone else is asking for trouble.	1	2	3	4	5
<b>MACH3</b>	It is hard to get ahead without cutting corners here and there	1	2	3	4	5
<b>MACH4</b>	Honesty is the best policy in all cases.	1	2	3	4	5
<b>MACH5</b>	Never tell anyone the real reason you did something unless it is useful to do so.	1	2	3	4	5
<b>MACH6</b>	One should take action only when sure it is morally right	1	2	3	4	5
<b>MACH7</b>	It is wise to flatter important people	1	2	3	4	5
<b>MACH8</b>	All in all, it is better to be humble and honest than critical and dishonest	1	2	3	4	5
<b>MACH9</b>	It is possible to be good in all respects.	1	2	3	4	5
<b>MACH10</b>	Most people are good and kind	1	2	3	4	5
<b>MACH11</b>	There is no excuse for lying to someone else	1	2	3	4	5
<b>MACH12</b>	Most people forget more easily the death of their father than the loss of their property.	1	2	3	4	5
<b>MACH13</b>	Most people who get ahead in the world lead clean, moral lives.	1	2	3	4	5
<b>MACH14</b>	Generally speaking, people won't work hard unless they are forced to do so.	1	2	3	4	5

### Section E: Survey items related to Moral Identity

Below is a list of statements dealing how view and define yourself as an individual about your environment (Caring, Compassionate, Fair, Friendly, Generous, Helpful, Hardworking, Honest, and Kind). Please use the scale below to indicate your level of agreement with the statements.

1	2	3	4	5
Strongly disagreed	Disagreed	Neutral	Agreed	Strongly Agreed

<b>MI01</b>	It would make me feel good to be a person who has these characteristics.	1	2	3	4	5
<b>MI02</b>	Being someone who has these characteristics is an important part of who I am	1	2	3	4	5
<b>MI03</b>	A big part of my emotional well-being is tied up in having these characteristics	1	2	3	4	5
<b>MI04</b>	I would be ashamed to be a person who has these characteristics	1	2	3	4	5
<b>MI05</b>	Having these characteristics is not important to me	1	2	3	4	5
<b>MI06</b>	Having these characteristics is an important part of my sense of self	1	2	3	4	5
<b>MI07</b>	I strongly desire to have these characteristics	1	2	3	4	5
<b>MI08</b>	I often buy products that communicate the fact that I have these characteristics	1	2	3	4	5
<b>MI09</b>	I often wear clothes that identify me as having these characteristics	1	2	3	4	5
<b>MI10</b>	The types of things I do in my spare time (e.g., hobbies) clearly identify me as having these characteristics	1	2	3	4	5

## SECTION F: CWBs

The following question will help us understand your behaviour at work. Please indicate as honestly and as objectively the extent to which you have engaged in the following behaviour in your organisation. Use the scale provided below to show how often have you done each of the following things on your present job.

1	2	3	4	5
Never	Once or Twice	Once or twice/per month	Once or twice/per week	always

<b>CWB1</b>	Purposely wasted your employer's materials/supplies	1	2	3	4	5
<b>CWB2</b>	Complained about insignificant things at work	1	2	3	4	5
<b>CWB3</b>	Told people outside the job what a lousy place you work for	1	2	3	4	5
<b>CWB4</b>	Came to work late without permission	1	2	3	4	5
<b>CWB5</b>	Stayed home from work and said you were sick when you weren't	1	2	3	4	5
<b>CWB6</b>	Insulted someone about their job performance	1	2	3	4	5
<b>CWB7</b>	Made fun of someone's personal life	1	2	3	4	5
<b>CWB8</b>	Ignored someone at work	1	2	3	4	5
<b>CWB9</b>	Started an argument with someone at work	1	2	3	4	5
<b>CWB10</b>	Insulted or made fun of someone at work	1	2	3	4	5

Thank you for your participation.

## Appendix B

### A Letter from School



OTHMAN YEOP ABDULLAH  
GRADUATE SCHOOL OF BUSINESS  
Universiti Utara Malaysia  
06010 UUM SINTOK  
KEDAH DARULAMAN  
MALAYSIA



Tel: 604-928 7101/7113/7130  
Faks (fax): 604-928 7180  
Laman Web (Web): [www.oysgbs.uum.edu.my](http://www.oysgbs.uum.edu.my)

KEDAH AMAN MAKMUR • BERSAMA MEMACU TRANSFORMASI

UUM/OYAGSB/K-14  
21 June 2015

The Group Managing Director  
Nigerian National Petroleum Corporation (NNPC)  
NNPC Towers Central Business District  
Herbert Macaulay Way  
PMB 190 Garki Abuja  
Nigeria

Dear Sir/Madam,

#### LETTER FOR DATA COLLECTION AND RESEARCH WORK

This is to certify that **Hadizat Garba Isah (Matric No: 95479)** is a bonafied student of Doctor of Philosophy (PhD), Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia. She is conducting a research entitled **"Psychological Contract Fulfilment, Self Esteem Machiavellianism and Counterproductive Work Behaviour : Moral Identity as a Moderator"** under the supervision of Assoc. Prof. Dr. Hujna Bt Johari.

In this regard, I hope that you could kindly provide assistance and cooperation for her to successfully complete the research. All the information gathered will be strictly used for academic purposes only.

Your cooperation and assistance is very much appreciated.

Thank you.

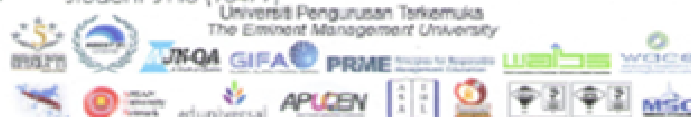
"SCHOLARSHIP, VIRTUE, SERVICE"

Yours faithfully,

  
**ROZITA BINTI RAMLI**  
Assistant Registrar  
for Dean

Othman Yeop Abdullah Graduate School of Business

C.c - Supervisor  
Student's File (95479)



## Appendix C

### A Letter from NNPC



**NIGERIAN NATIONAL PETROLEUM CORPORATION**  
CENTRAL BUSINESS DISTRICT, HERBERT MACAULAY WAY, P.M.B 190, GARKI, ABUJA.

www.nnpgroup.com

Telephone: 09 - 46081000

Ref: HR/GMHR/038

Date: 11<sup>th</sup> September 2015

The Dean,  
Othman Yeop Abdullah  
Graduate School of Business  
University of Utara  
06010 UUM Sintok  
Kedah Darul Aman  
Malaysia

Dear Sir/Madam,

**RE: LETTER FOR DATA COLLECTION AND RESEARCH WORK**

Your letter with the above title dated 21<sup>st</sup> June 2015 refers.

This is to confirm that Hadiza Garba Isah, a research PhD student (*Matric No.* 95479) of Othman Yeop Abdullah Graduate School of Business, administered questionnaires on staff of the above-named Corporation on the topic - Psychological Contract Fulfilment, Self Esteem Machiavellianism and Counterproductive Work Behaviour: Moral Identity as a Moderator.

Responses have been collated and forwarded to her for analysis.

Thank you.

  
**B. M. ISAH,**  
GENERAL MANAGER,  
HUMAN RESOURCES DEPARTMENT.

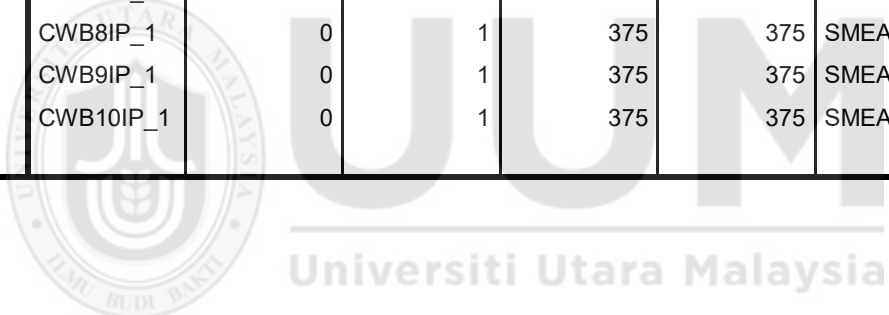
## Appendix D

### Missing value Output

Result Variables						
	Result Variable	N of Replaced Missing Values	Case Number of Non-Missing Values		N of Valid Cases	Creating Function
			First	Last		
1	PCF01_1	2	1	375	375	SMEAN(PCF01)
2	PCF02_1	1	1	375	375	SMEAN(PCF02)
3	PCF03_1	3	1	375	375	SMEAN(PCF03)
4	PCF04_1	0	1	375	375	SMEAN(PCF04)
5	PCF05_1	3	1	375	375	SMEAN(PCF05)
6	PCF06_1	1	1	375	375	SMEAN(PCF06)
7	SE01_1	3	1	375	375	SMEAN(SE01)
8	SE02_1	0	1	375	375	SMEAN(SE02)
9	SE03_1	0	1	375	375	SMEAN(SE03)
10	SE04_1	2	1	375	375	SMEAN(SE04)
11	SE05_1	0	1	375	375	SMEAN(SE05)
12	SE06_1	3	1	375	375	SMEAN(SE06)
13	SE07_1	1	1	375	375	SMEAN(SE07)
14	SE08_1	1	1	375	375	SMEAN(SE08)
15	SE09_1	1	1	375	375	SMEAN(SE09)
16	SE010_1	1	1	375	375	SMEAN(SE010)
17	MACH1_1	0	1	375	375	SMEAN(MACH1)
18	MACH2_1	0	1	375	375	SMEAN(MACH2)
19	MACH3_1	0	1	375	375	SMEAN(MACH3)
20	MACH4_1	0	1	375	375	SMEAN(MACH4)
21	MACH5_1	1	1	375	375	SMEAN(MACH5)
22	MACH6_1	0	1	375	375	SMEAN(MACH6)
23	MACH7_1	0	1	375	375	SMEAN(MACH7)
24	MACH8_1	0	1	375	375	SMEAN(MACH8)
25	MACH9_1	1	1	375	375	SMEAN(MACH9)
26	MACH10_1	0	1	375	375	SMEAN(MACH10)
27	MACH11_1	0	1	375	375	SMEAN(MACH11)
28	MACH12_1	2	1	375	375	SMEAN(MACH12)
29	MACH113_1	0	1	375	375	SMEAN(MACH113)
30	MACH14_1	0	1	375	375	SMEAN(MACH14)



31	MI01_1	1	1	375	375	SMEAN(MI01)
32	MI02_1	0	1	375	375	SMEAN(MI02)
33	MI03_1	0	1	375	375	SMEAN(MI03)
34	MI04_1	0	1	375	375	SMEAN(MI04)
35	MI05_1	1	1	375	375	SMEAN(MI05)
36	MI06_1	2	1	375	375	SMEAN(MI06)
37	MI07_1	0	1	375	375	SMEAN(MI07)
38	MI08_1	0	1	375	375	SMEAN(MI08)
39	MI09_1	2	1	375	375	SMEAN(MI09)
40	MI10_1	0	1	375	375	SMEAN(MI10)
41	CWB1OG_1	0	1	375	375	SMEAN(CWB1OG)
42	CWB2OG_1	0	1	375	375	SMEAN(CWB2OG)
43	CWB3OG_1	0	1	375	375	SMEAN(CWB3OG)
44	CWB4OG_1	0	1	375	375	SMEAN(CWB4OG)
45	CWB5OG_1	0	1	375	375	SMEAN(CWB5OG)
46	CWB6IP_1	0	1	375	375	SMEAN(CWB6IP)
47	CWB7IP_1	0	1	375	375	SMEAN(CWB7IP)
48	CWB8IP_1	0	1	375	375	SMEAN(CWB8IP)
49	CWB9IP_1	0	1	375	375	SMEAN(CWB9IP)
50	CWB10IP_1	0	1	375	375	SMEAN(CWB10IP)



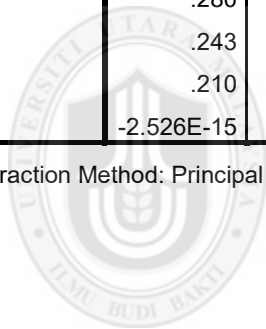
## Appendix E

### Common Method output

Total Variance Explained						
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.979	15.645	15.645	7.979	15.645	15.645
2	3.562	6.985	22.630	3.562	6.985	22.630
3	2.537	4.974	27.604	2.537	4.974	27.604
4	2.206	4.326	31.930	2.206	4.326	31.930
5	1.946	3.815	35.745	1.946	3.815	35.745
6	1.793	3.516	39.261	1.793	3.516	39.261
7	1.606	3.150	42.411	1.606	3.150	42.411
8	1.491	2.924	45.335	1.491	2.924	45.335
9	1.343	2.634	47.969	1.343	2.634	47.969
10	1.271	2.493	50.461	1.271	2.493	50.461
11	1.242	2.435	52.896	1.242	2.435	52.896
12	1.141	2.237	55.133	1.141	2.237	55.133
13	1.113	2.182	57.315	1.113	2.182	57.315
14	1.076	2.111	59.426	1.076	2.111	59.426
15	1.029	2.018	61.444	1.029	2.018	61.444
16	.935	1.834	63.278			
17	.895	1.755	65.033			
18	.878	1.722	66.755			
19	.867	1.700	68.455			
20	.830	1.627	70.082			
21	.811	1.590	71.671			
22	.798	1.565	73.236			
23	.753	1.477	74.713			
24	.727	1.425	76.139			
25	.702	1.376	77.515			
26	.687	1.348	78.863			
27	.670	1.313	80.176			
28	.662	1.298	81.474			
29	.637	1.249	82.723			
30	.622	1.220	83.943			
31	.613	1.202	85.145			

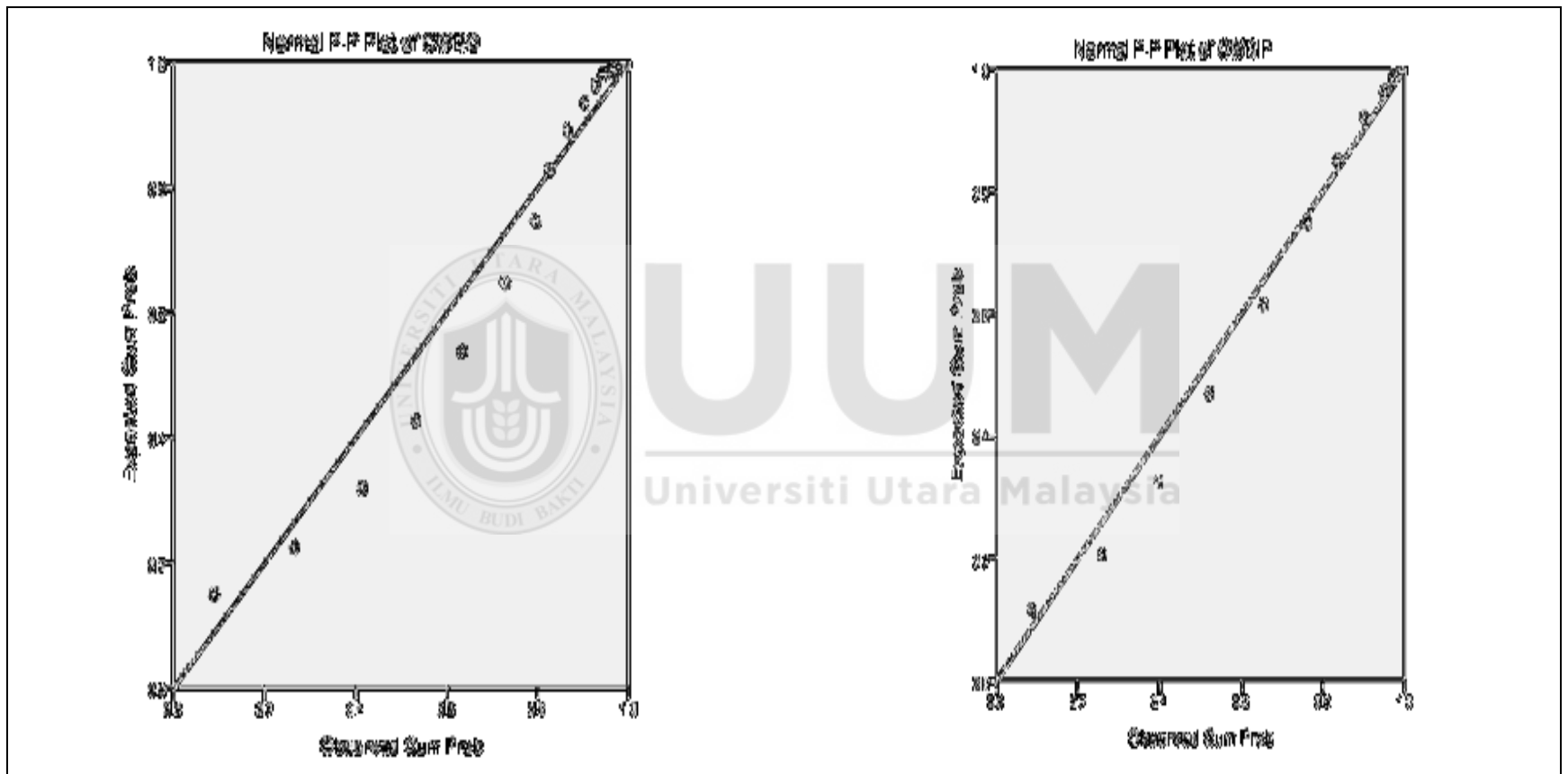
32	.587	1.151	86.296		
33	.558	1.093	87.390		
34	.545	1.068	88.458		
35	.498	.977	89.435		
36	.494	.968	90.403		
37	.468	.917	91.319		
38	.442	.866	92.186		
39	.433	.848	93.034		
40	.405	.794	93.828		
41	.395	.774	94.602		
42	.374	.734	95.335		
43	.357	.701	96.036		
44	.350	.687	96.723		
45	.333	.652	97.375		
46	.307	.601	97.976		
47	.299	.586	98.563		
48	.280	.549	99.112		
49	.243	.477	99.589		
50	.210	.411	100.000		
51	-2.526E-15	-4.952E-15	100.000		

Extraction Method: Principal Component Analysis.



## Appendix F

### PP Plot



## Normal curves

